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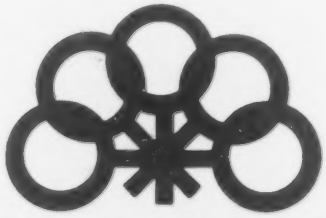
THE APPOINTMENT OF WOMEN: A SURVEY OF GOVERNORS' CABINETS 1989-1991



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1275 K Street, N.W., Suite 750, Washington, D.C. 20005 (202) 898-1100

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The Appointment of Women:

A Survey of Governors' Cabinets

1989-1991

Compiled by Carole Finneran, NWPC Project Assistant
Political Projects Office

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NATIONAL WOMEN'S POLITICAL CAUCUS
SURVEY OF GOVERNORS' APPOINTMENTS OF WOMEN
TO HEAD CABINET-LEVEL AGENCIES
1989-1991

The National Women's Political Caucus is pleased to release its fifth survey of Governor's appointments of women to cabinet-level positions. The positions women are gaining and holding are as diverse as the women office-holders themselves. From Secretary of Banking to Secretary of Labor, from Secretary of State to Secretary of Natural Resources, women are breaking the barriers that divide the traditional from the non-traditional roles.

As positive as this diversification is, for the second year in a row the number of women appointed by governors to their cabinets has decreased. The amount of women heading key state agencies fell from 149 in 1989 to 136 in 1990 and has now fallen even farther to 113 women in 1991. Furthermore, in 1990 the survey found that the overall percentage of women represented in state cabinet positions had decreased to 20.1%. We now find that the overall percentage has decreased again to 19.8%.

This decrease in the percentage of women serving in state cabinets is due, in part, to the "changing of the guard" that occurred after the 1990 elections. The survey results show that all too often women's advancements depends upon the efforts and enlightenment of one particular governor. For example, before the 1990 elections, Governor Richard Celeste (D) of Ohio had a cabinet which contained 33.3% women; Vermont's cabinet under Governor Madeleine Kunin (D) of Vermont was comprised of 28.6% women. Since the election, the new governor of Ohio has a cabinet including only 16% women, while Vermont's cabinet has only 11.1% women. On the other hand, Rhode Island has moved in the opposite direction. As reported in the 1990 survey, Rhode Island under Governor Edward DiPrete (R) had a cabinet comprised of only 5.3% women. The new governor of Rhode Island, Bruce Sundlun (D) has taken Rhode Island from last place to eighth place, with a jump from 5.3% to 23.8% women.

State leaders such as Governor Kunin and Governor Celeste have proven year after year that there are an abundance of women with the qualifications and talent needed to run state agencies. Governors whose appointments decrease the percentage of women in key cabinet posts cannot suggest that their state lacks sufficient female talent from which to choose appointees. Rather, these governors are cheating their states of the rich and varied abilities of their women leaders.

One of the most encouraging aspects of the past few surveys has been the emergence of Republican governors in the "top ten" category. Since 1989, the top ten governors have truly become a bipartisan group. This year, however, with the entrance of Independent governors in Connecticut and Alaska, we have a truly multipartisan survey. One of the Independent state CEO's Lowell Weicker, has earned a number seven position in the 1991 survey. Of the sixteen states in the top ten, seven are Democrats; eight are Republicans; and one is a member of the Connecticut Party.

For the second year in a row, Governor William Donald Schaefer (D) of Maryland has the highest percentage of women appointed to cabinet level positions and Governor Booth Gardner (D) of Washington has earned the second highest ranking. The geographic diversity of top ten states remains once again quite impressive. With the top two states representing the Mid-Atlantic and the Pacific Northwest, the remaining fourteen states in the top ten (ties are ranked equally) fully represent the entire United States.

Unfortunately, we find that the "top ten" states remain a rather exclusive club. Survey after survey, we have found that the same states are using the abundance of talent that their women citizens have to offer. Not only is there a consistent group of states in the top ten category, but there is a consistent group of states in the bottom portion of the survey who are wasting the talent that lays dormant in their states. Missouri, North Dakota, Alabama, and Kentucky have placed themselves in the last ten states since 1981 when NWPC first began this annual survey.

The National Women's Political Caucus will continue to tabulate the development of appointments of women to top cabinet-level positions. Our survey will function as a reminder to governors that women represent fifty-two percent of the country's population and will no longer be satisfied with mere 20% representation.

METHODOLOGY

This survey studies only those states in which the governor directly appoints cabinet members, thus excluding eight states (Florida, Georgia, Indiana, New Hampshire, Mississippi, South Carolina, Texas, and Wyoming). Excluded as well are five additional states (Arizona, Oregon, Iowa, Nebraska, and Illinois) which have not completed their appointment process by the time this survey went to print. We have used the traditional definition of a cabinet position: the head of a key state agency who serves at the pleasure of the governor. This definition excludes members of the governors' personal staffs.

In some cases the number of cabinet positions appointed by the governors has changed over the years. This is a result of reorganization of cabinets and also reveals the changing priorities and preferences of the governors.

National Women's Political Caucus
Leadership Development, Education, & Research Fund
Record of Governors' Appointments of Women to Head Cabinet-Level Agencies

	STATE	1991 GOVERNOR	CABINET MEMBERS TOTA	#WOMN	%WOMN	1990 GOVERNOR	#WOMN	%WOMN	1989 GOVERNOR	#WOMN	%WOMN
1	Maryland	William D. Schaefer(D)	17	7	41.2%	William D.Schaefer(D)	7	38.9%	William D.Schaefer(D)	7	38.9%
2	Washington	Booth Gardner(D)	24	8	33.3%	Booth Gardner(D)	8	36.4%	Booth Gardner(D)	7	28.0%
3	Minnesota	Arne Carlson(R)	22	7	31.9%	Rudy Perpich(D)	6	26.1%	Rudy Perpich(D)	6	26.1%
4	Louisiana	Buddy Roemer(R)	10	3	30%	Buddy Roemer(D)	3	30.0%	Buddy Roemer(D)	3	30.0%
	Massachusetts	William Weld(R)	10	3	30%	Michael S. Dukakis(D)	2	20.0%	Michael S. Dukakis(D)	3	27.3%
5	Maine	John McKernan, Jr.(R)	14	4	28.6%	John R. McKernan(R)	3	17.6%	John R. McKernan(R)	5	25.0%
	Michigan	John Engler(R)	14	4	28.6%	James J. Blanchard(D)	2	18.2%	James J. Blanchard(D)	3	20.0%
6	Pennsylvania	Robert Casey(D)	18	5	27.8%	Robert Casey(D)	4	21.1%	Robert Casey(D)	4	21.1%
7	Connecticut	Lowell Weicker, Jr.(CP)	24	6	25%	William O'Neill(D)	6	22.2%	***	***	***
	New Mexico	Bruce King(D)	16	4	25%	Garrey Carruthers(R)	3	21.4%	Garrey Carruthers(R)	3	21.4%
	New York	Mario Cuomo(D)	20	5	25%	Mario Cuomo(D)	3	20.0%	Mario Cuomo(D)	3	20.0%
	Virginia	L. Douglas Wilder(D)	8	2	25%	L. Douglas Wilder(D)	2	26.6%	Gerald L. Baliles(D)	3	42.8%
8	Rhode Island	Bruce Sundlun(D)	21	5	23.8%	Edward D. DiPrete(R)	1	5.3%	Edward DiPrete(R)	3	16.7%
9	North Carolina	James Martin(R)	9	2	22.2%	James Martin(R)	2	22.2%	James Martin(R)	2	22.2%
	Wisconsin	Tommy Thompson(R)	9	2	22.2%	Tommy Thompson(R)	3	33.3%	Tommy Thompson(R)	3	33.3%
10	Montana	Stan Stephens(R)	19	4	21.1%	Stan Stephens(R)	2	13.3%	Stan Stephens(R)	1	6.3%
11	California	Pete Wilson(R)	10	2	20%	George Deukmejian(R)	2	22.2%	George Deukmejian(R)	2	22.2%
	Kansas	Joan Finney(D)	10	2	20%	Mike Hayden(R)	1	10.0%	Mike Hayden(R)	1	10.0%
12	Arkansas	Bill Clinton(D)	16	3	18.8%	Bill Clinton(D)	2	15.4%	Bill Clinton(D)	5	35.7%
	Hawaii	John Waihee(D)	16	3	18.8%	John Waihee(D)	2	12.55	John Waihee(D)	2	12.5%
13	South Dakota	George Mickelson(R)	22	4	18.2%	George Mickelson(R)	4	20.0%	George Mickelson(R)	3	15.8%
14	Colorado	Roy Romer(D)	18	3	16.7%	Roy Romer(D)	2	11.1%	Roy Romer(D)	2	11.8%
	West Virginia	Gaston Caperton(D)	6	1	16.7%	Gaston Caperton(D)	1	14.3%	***	***	***
15	Ohio	George Voinovich(R)	25	4	16%	Richard Celeste(D)	9	33.3%	Richard Celeste(D)	8	28.6%
16	New Jersey	Jim Florio(D)	19	3	15.8%	James Florio(D)**	**	**	Thomas Kean(R)	6	30.0%
17	Utah	Norman Bangerter(R)	14	2	14.3%	Norman Bangerter(R)	2	12.5%	Norman Bangerter(R)	2	11.1%
18	Tennessee	Ned Ray McWherter(D)	22	3	13.6%	Ned McWherter(D)	3	13.6%	Ned McWherter(D)	3	14.3%
19	Delaware	Michael Castle(R)	18	2	11.1%	Michael Castle(R)	2	11.8%	Michael Castle(R)	**	**
	Idaho	Cecil Andrus(D)	18	2	11.1%	Cecil D. Andrus(D)	2	11.8%	Cecil D. Andrus(D)	2	12.5%
	Vermont	Richard Snelling(R)	9	1	11.1%	Madeleine Kunin(D)	8	28.6%	Madeleine Kunin(D)	10	32.2%
20	Missouri	John Ashcroft(R)	10	1	10%	John Ashcroft(R)	1	10.0%	John Ashcroft(R)	0	0.0%
21	Alabama	Guy Hunt(R)	21	2	9.5%	Guy Hunt(D)	2	11.1%	Guy Hunt(D)	2	9.5%
22	Kentucky	Wallace Wilkinson(D)	13	1	7.7%	Wallace Wilkinson(D)	2	15.4%	Wallace Wilkinson(D)	6	25.0%
23	North Dakota	George Sinner(D)	15	1	6.7%	George Sinner(D)	1	7.1%	George A. Sinner(D)	1	6.3%
	Alaska	Walter Hickel(I)	15	1	6.7%	Steve Cowper(D)	3	20.0%	Steve Cowper(D)	4	26.7%
24	Nevada	Bob Miller(D)	19	1	5.3%	Bob Miller(D)	2	10.5%	Bob Miller(D)	7	15.5%

** Governor Florio (D-NJ) and Governor Castle (R-RI): appointment process for new term was incomplete at time of publication.
***Rhode Island, Connecticut, and West Virginia: the definition of "cabinet position" did not apply until 1989.
NOTE: Eight states have elected or non-cabinet governmental structures. They are Florida, Georgia, Indiana, New Hampshire, Mississippi, South Carolina, Texas, and Wyoming.
NOTE: In case of ties, states are ranked equally
NOTE: Governor Roberts (D-OR), Governor Edgar (R-IL), Governor Simington (R-AZ), Governor Branstad (R-IA), Governor Walters (D-OK), and Governor Nelson (D-NE) had not completed appointments by press deadline.

NWPC 1991 Governor's Appointment Survey

WOMEN CABINET APPOINTEES AND THEIR SALARIES

1.

STATE: ***Maryland*** Total Appointed Cabinet Members: 17

GOVERNOR: William Donald Schaefer Total Number of Women: 7

NAME:	**SALARY:**
Rosalie Abrams Director, Office of Aging	$75,968
Dr. Shaila Aery Secretary, Higher Education Commission	$97,421
Carolyn Colvin Secretary, Department of Human Resources	$97,421
Hilda Ford Secretary, Department of Personnel	$90,205
Jacqueline Rogers Secretary, Housing and Community Development	$97,421
Linda D'Amario Rossi Secretary, Department of Juvenile Services	$90,205
Adele Wilzack Secretary, Department of Health and Mental Hygiene	$105,215

2.

STATE: ***Washington*** Total Appointed Cabinet Members: 24

GOVERNOR: Booth Gardner Total Number of Women: 8

NAME:	**SALARY:**
Christine Gregoire Director, Department of Ecology	$84,396
Wendy Holden Director, Department of General Administration	$84,396

Kristine Gebbie Secretary, Department of Health	$84,396
Mary Faulk Director, Department of Licensing	$84,396
Sharon Nelson Chairman, Utilities & Transportation Commission	$78,372
Margaret Stanley Director, Health Care Authority	$75,408
Evelyn Sun Director, State Lottery	$71,016
Paula O'Connor Chair, State Liquor Control Board	$63,296

3.

STATE: ***Minnesota*** Total Appointed Cabinet Members: 22

GOVERNOR: Arne Carlson Total Number of Women: 7

NAME:	**SALARY:**
Dana Bagerow Commissioner, Administration	$67,500
Linda Barton Commissioner, Employee Relations	$67,500
Natalie Steffon Commissioner, Human Services	$78,500
R. Jane Brown Commissioner, Jobs and Training	$67,500
Linda Kohl Commissioner, State Planning	$67,500
Kris Sanda Commissioner, Public Service	$60,000

Dorothy McClung — $78,000
Commissioner, Revenue

4.

STATE: ***Louisiana*** Total Appointed Cabinet Members: 10

GOVERNOR: Buddy Roemer Total Number of Women: 3

NAME:	**SALARY:**
Phyllis Mouton Secretary, Department of Employment & Training	$58,000
Kirstin Nyrop Secretary, Department of Economic Development	$90,000
May Nelson Secretary, Department of Social Services	$60,320

STATE: ***Massachusetts*** Total Appointed Cabinet Members: 10

GOVERNOR: William F. Weld Total Number of Women: 3

NAME:	**SALARY:**
Gloria Larson Secretary, Consumer Affairs	$85,000
Christine Morris Secretary, Labor and Industries	$85,000
Susan Tierney Secretary, Environmental Affairs	$85,000

5.

STATE: ***Maine*** Total Appointed Cabinet Members: 19

GOVERNOR: John R. McKernan, Jr. Total Number of Women: 4

NAME:	**SALARY:**
Lynn Wachtel Commissioner, Economic & Community Development	$72,050
Eve Bither Commissioner, Educational & Cultural Services	$72,050

Susan Collins — $62,266
Commissioner, Profit & Finance Regulation

Nicola Kobritz — $47,091
Commissioner, Community Services

STATE: ***Michigan*** Total Appointed Cabinet Members: 14

GOVERNOR: John Engler Total Number of Women: 4

NAME: **SALARY:**

Nancy Crandall — $83,000
Director, Office of Services to the Aging

Kathy Wilbur — $83,000
Director, Department of Licensing & Regulation

Patti Woodworth — $83,000
Director, Department of Management & Budget

Vernice Davis Anthony — $83,000
Director, Department of Public Health

6.

STATE: ***Pennsylvania*** Total Appointed Cabinet Members: 18

GOVERNOR: Robert P. Casey Total Number of Women: 5

NAME: **SALARY:**

Linda M. Rhodes — $76,000
Secretary, Department of Aging

Sarah W. Hargrove — $72,000
Secretary, Department of Banking

Karen A. Miller — $72,000
Secretary, Department of Community Affairs

Constance B. Foster — $72,000
Commissioner, Insurance Commission

Eileen Healy-McNulty — $76,000
Secretary, Department of Revenue

7.

STATE: ***Connecticut*** Total Appointed Cabinet Members: 24

GOVERNOR: Lowell Weicker, Jr. Total Number of Women: 6

NAME:	**SALARY:**
Edith Prague Secretary, Department of Aging	$68,216
Rose Alma Senatore Secretary, Children and Youth Services	$81,686
Gloria Schaffer Secretary, Department of Consumer Protection	$72,322
Susan Addiss Secretary, Department of Health Services	$80,317
Audrey Rowe Secretary, Department of Income Maintenance	$82,838
Antoinette Richardson Secretary, Department of Mental Retardation	$80,317

STATE: ***New Mexico*** Total Appointed Cabinet Members: 16

GOVERNOR: Bruce King Total Number of Women: 4

NAME:	**SALARY:**
Anita Lockwood Secretary, Energy Minerals and Natural Resources Department	$62,000
Judith Espinoza Secretary, Environment Department	$62,000
Laura Threet Secretary, General Services Department	$62,000
Kay Marr Secretary, Department of Finance and Administration	$62,000

STATE: ***New York*** Total Appointed Cabinet Members: 20

GOVERNOR: Mario Cuomo Total Number of Women: 5

NAME:	SALARY:
Elin Howe Commissioner, Office of Mental Retardation & Developmental Disabilities	$98,399
Jill Considine Superintendent, New York State Banking Department	$87,338
Patricia Aducci Commissioner, Department of Motor Vehicles	$87,338
Josephine Gambino President, Civil Service Commission	$87,338
Gail Shaffer Secretary, Department of State	$87,388

STATE: ***Virginia*** Total Appointed Cabinet Members: 8

GOVERNOR: L. Douglas Wilder Total Number of Women: 2

NAME:	SALARY:
Ruby G. Martin Secretary of Administration	$95,700
Elizabeth H. Haskell Secretary of Natural Resources	$95,700

8.

STATE: ***Rhode Island*** Total Appointed Cabinet Members: 21

GOVERNOR: Bruce Sundlun Total Number of Women: 5

NAME:	SALARY:
Linda D'Amario Rossi Director, Department of Children & Their Families	$88,253
Louise Durfee Director, Department of Environmental Management	$75,240
Maureen Maigret Director, Department of Elderly Affairs	$67,868

Dawn Sullivan $80,156
Director, Department of Human Services

Kathryn Power $60,000
Director, Governor's Drug Program

9.

STATE: ***North Carolina*** Total Appointed Cabinet Members: 9

GOVERNOR: James G. Martin Total Number of Women: 2

NAME: **SALARY:**

Betsy Y. Justus $75,252
Secretary, Department of Revenue

Patric Dorsey $75,252
Secretary, Department of Cultural Resources

STATE: ***Wisconsin*** Total Appointed Cabinet Members: 9

GOVERNOR: Tommy Thompson Total Number of Women: 2

NAME: **SALARY:**

Carol Skornicka $85,000
Secretary, Department of Industry, Labor & Human Relations

Marlene Cummings $60,000
Secretary, Department of Regulation and Licensing

10.

STATE: ***Montana*** Total Appointed Cabinet Members: 19

GOVERNOR: Stan Stephens Total Number of Women: 4

NAME: **SALARY:**

Karen Barclay $53,057
Director, Department of Natural Resources & Conservation

Julia Robinson $53,057
Director, Department of Social & Rehabilitation Services

Zoann Attwood — $36,000
Director, Montana Lottery

Kathleen Fluery — $36,000
Coordinator, Indian Affairs Office

11.

STATE: ***California*** Total Appointed Cabinet Members: 10

GOVERNOR: Pete Wilson Total Number of Women: 2

NAME:	**SALARY:**
Maureen DiMarco Secretary, Child Development and Education	$106,410
Bonny Guiton Secretary, State and Consumer Services	$106,410

STATE: ***Kansas*** Total Appointed Cabinet Members: 10

GOVERNOR: Joan Finney Total Number of Women: 2

NAME:	**SALARY:**
Joann E. Hurst Secretary, Department of Aging	$63,307
Laura Nicholl Secretary, Department of Commerce	$64,392

12.

STATE: ***Arkansas*** Total Appointed Cabinet Members: 16

GOVERNOR: Bill Clinton Total Number of Women: 3

NAME:	**SALARY:**
Dr. Joycelyn Elders Director, Health Department	$107,944
Dr. Diane Gilleland Director, Higher Education	$76,409
Joan Baldridge Director, Department of Arkansas Heritage	$45,901

STATE: ***Hawaii*** Total Appointed Cabinet Members: 16

GOVERNOR: John Waihee Total Number of Women: 3

NAME:	**SALARY:**
Hoaliku Drake Chairperson, Hawaiian Homes Commission	$85,302
Winona E. Rubin Director, Human Services	$85,302
Sharon Y. Miyashiro Director, Personnel Services	$85,302

13.

STATE: ***South Dakota*** Total Appointed Cabinet Members: 22

GOVERNOR: George S. Mickelson Total Number of Women: 4

NAME:	**SALARY:**
Pamela S. Roberts Commissioner, Bureau of Personnel	$58,115
Susan M. Edwards Secretary, Department of Tourism	$55,099
Susan L. Walker Executive Director, South Dakota Lottery	$59,862
Lynne DeLano Secretary, Department of Corrections	$59,633

14.

STATE: ***Colorado*** Total Appointed Cabinet Members: 18

GOVERNOR: Roy Romer Total Number of Women: 3

NAME:	**SALARY:**
Shirley Harris Executive Director, Department of Personnel	$70,000
Karen Reinertson Executive Director, Department of Planning and Budgeting	$70,000

Irene Ibarra — $75,000
Executive Director, Department of Social Services

STATE: ***West Virginia*** Total Appointed Cabinet Members: 6

GOVERNOR: Gaston Caperton Total Number of Women: 1

NAME: **SALARY:**
Taunja Willis Miller — $70,000
Secretary, Department of Health & Human Resources

15.

STATE: ***Ohio*** Total Appointed Cabinet Members: 25

GOVERNOR: George Voinovich Total Number of Women: 4

NAME: **SALARY:**
Judith Brachman — $72,000
Director, Department of Aging

Nancy Chiles — $75,000
Director, Department of Commerce

Frances Buchholzer — $72,000
Director, Department of Natural Resources

Luceille Fleming — $67,000
Director, Department of Alcohol & Drug Addiction Services

16.

STATE: ***New Jersey*** Total Appointed Cabinet Members: 19

GOVERNOR: Jim Florio Total Number of Women: 3

NAME: **SALARY:**
Joan Haberle — $95,000
Secretary, Department of State

Frances Dunston — $95,000
Commissioner, Department of Health

Judith Yaskin — $95,000
Commissioner, Department of Environmental Protection

17.

STATE: ***Utah*** Total Appointed Cabinet Members: 14

GOVERNOR: Norman H. Bangerter Total Number of Women: 2

NAME:	**SALARY:**
Alice Shearer Executive Director, Department of Administrative Services	$70,800
Dr. Suzanne Dandoy Executive Director, Department of Health	$83,720

18.

STATE: ***Tennessee*** Total Appointed Cabinet Members: 22

GOVERNOR: Ned McWherter Total Number of Women: 3

NAME:	**SALARY:**
Elaine McReynolds Commissioner, Department of Commerce & Insurance	$57,492
Sandra Fulton Commissioner, Department of Tourism	$57,492
Betty Adams Commissioner, Department of Youth Development	$55,500

19.

STATE: ***Delaware*** Total Appointed Cabinet Members: 18

GOVERNOR: Michael N. Castle Total Number of Women: 2

NAME:	**SALARY:**
Jan Ewing Robinson Secretary, Department of Labor	$62,500
Frances M. West Secretary, Community Affairs	$62,500

STATE: ***Idaho*** Total Appointed Cabinet Members: 18

GOVERNOR: Cecil D. Andrus Total Number of Women: 2

NAME: **SALARY:**
Julie Kilgrow $61,900
Director, Department of Employment

Yvonne S. Ferrell $61,900
Director, Department of Parks and Recreation

STATE: ***Vermont*** Total Appointed Cabinet Members: 9

GOVERNOR: Richard Snelling Total Number of Women: 1

NAME: **SALARY:**
Jan S. Eastman $61,000
Secretary, Natural Resources Agency

20.

STATE: ***Missouri*** Total Appointed Cabinet Members: 10

GOVERNOR: John D. Ashcroft Total Number of Women: 1

NAME: **SALARY:**
Donna White $65,739
Director, Department of Labor & Industrial Relations

21.

STATE: ***Alabama*** Total Appointed Cabinet Members: 21

GOVERNOR: Guy Hunt Total Number of Women: 2

NAME: **SALARY:**
Carol Ann Herrmann $61,000
Commissioner, Medicaid Agency

Lisa Walsh Shivers $61,000
Director, Bureau of Tourism & Travel

22.

STATE: ***Kentucky*** Total Appointed Cabinet Members: 13

GOVERNOR: Wallace G. Wilkinson Total Number of Women: 1

NAME: **SALARY:**
Sandra Gubser $60,000
Secretary, Cabinet for Workforce Development

23.

STATE: ***Alaska*** Total Appointed Cabinet Members: 15

GOVERNOR: Walter J. Hickel Total Number of Women: 1

NAME: **SALARY:**
Nancy Bear Usera $79,000
Commissioner, Department of Labor

STATE: ***North Dakota*** Total Appointed Cabinet Members: 15

GOVERNOR: George A. Sinner Total Number of Women: 1

NAME: **SALARY:**
Helen Tracy $39,700
Executive Director, Workers Compensation Bureau

24.

STATE: ***Nevada*** Total Appointed Cabinet Members: 19

GOVERNOR: Bob Miller Total Number of Women: 1

NAME: **SALARY:**
Judy Matteucci $65,109
Director, Department of Administration